



# Employee Health & Wellness Programs

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# Health & Wellness

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## SAV4Health

Complete these 4 Wellness Activities by November 15th of each year to qualify for the SAV4Health Incentive:

1. Complete your annual checkup and biometric health screening with you doctor
2. Report the results of your annual checkup visit and biometric health screening
3. Complete your health questionnaire
4. Complete your tobacco affidavit

Go to **[www.cityofsavannahhealthplan.com](http://www.cityofsavannahhealthplan.com)**  
Login and click on the green "Health & Wellness" section  
See which activities you have left to complete!  
Or, call 1-866-360-7926

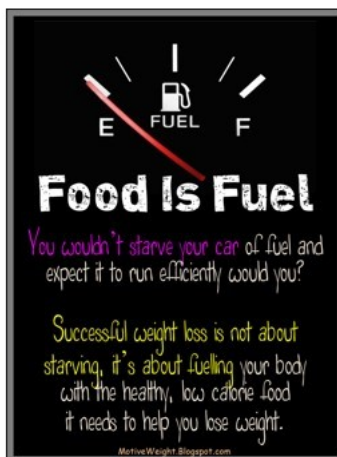
COMPLETE YOUR REQUIREMENTS TO  
RECEIVE THE LOWER **SAV4HEALTH**  
PREMIUM RATE

*Click here to get started >>>>>>*

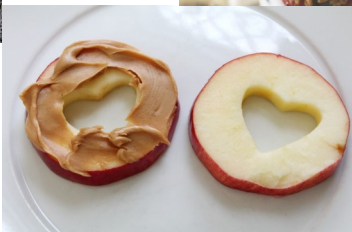


## Eating Healthy on the Go!!

- Every single time you sit down to eat you are making a decision about your health.
- The decision to eat healthy becomes harder on during your work shift.
- Eating healthy throughout the day will give you more stable energy levels to help you feel better, be more efficient and productive all day long.



## YUMMY SNACKS!



## NUTS!

### WHAT 200 CALORIES LOOKS LIKE

A healthy, energizing snack should be about 150-300 calories, but do you know how many nuts make up an ideal portion size? Odds are good that your “handful” might get a little out of hand. Instead of noshing on enough nuts to feed an army of squirrels, we’ve got you covered with these smarter serving sizes. Here’s what 200 calories of each of your favorite nutty snacks should look like.

### For the Health Nuts

Nuts are a rich source of **healthy fats**, i.e. monosaturated or polysaturated fats that help regulate blood cholesterol.

They’re one of the best plant-based sources of **omega-3 fatty acids**, which protect against heart disease and contribute to healthy brain functioning.

Nuts contain **insoluble fiber**, which can prevent constipation and promote better digestion.

They have a **low glycemic index** (GI), meaning they’re great for those with diabetes since they won’t cause blood sugar or insulin levels to spike.

#### Nuts by the Numbers

8 Walnuts



10 Macadamia Nuts



10 Pecans



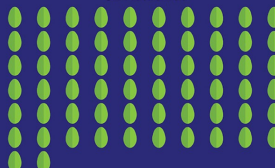
22 Cashews



29 Almonds



62 Pistachios



## Here are 5 tips on being ready for your day so you can control your healthy lifestyle!

**1. Eat out at places with fiber on the menu.** REMEMBER!! Non-fiber carbs are a WASTE of calories and energy. It seriously just goes through you without any other added benefits of staying full or a healthy Gastro Intestinal Tract (Digestive System). Fiber keeps you full longer and gives you more bowel movements!

Panera and Chick-fil-A both have online apps where you can order online and pull in and grab them from the counter without waiting in line. AND they both have fiber on the menu. At Panera, you can substitute any bread for whole grain.

**2. Cook in bulk and take with you.** Making food in bulk and putting them in to-go containers will empower you. In the morning when you get up you can just take it with you out the door! AND you'll save money from eating out.

"But I don't even cook at home!" Then take a meal replacement with you like an instant shake. This will keep you going!

**3. Keep water with you at all times.** This keeps us from going to the Quick Mart and buying a drink and something else we shouldn't be eating. Let's face it!

**4. Take food with you.** You will eat healthier and save money too! You know how much money you save by having this priceless lunch bucket with you?

**5. If you're going to cheat, cheat wisely.** I'm not saying you can't "cheat" once in a while. Just make sure it's worth your while! If you like chocolate, don't buy just any chocolate, wait for the best of the best. If you love Cinnabon, have a Cinnabon (only if you're mostly good at eating). If you want a beer, do it to it. Just don't make a habit of it and truly starve yourself from all opportunities of cheating or splurging till you are at the right moment which will give you a job well done and a pat on the back .

## "Healthy" Fast Food

- Grilled chicken
- Grilled fish
- Whole wheat rolls
- Fruit
- Fruit and yogurt
- Baked potato
- Single hamburger
- Low fat deli sandwich on wheat bread or Pita bread
- Wraps on whole wheat
- Fat free milk
- Water
- Salad with dressing on side



## Unhealthy choices

- Chicken nuggets
- Croissant breakfast sandwiches
- Fried Fish
- Fried Chicken
- Large or Jumbo size fries
- Onion rings
- Double and triple patty burgers



## GO Strong & Care Coordinators Diabetes Program

### What is it?

A program that teaches employees all the ways in which they can manage diabetes.

### Who is eligible?

Employees who have been diagnosed with diabetes.

### Why is this important?

Education gives you the power to control your diabetes and allows you to make the necessary changes to improve your lifestyle.

### How do I get started in the Go Strong Program?

Contact St. Joseph's Candler Wellness Center 912-819-8800 or Seth Shrader at 912-819-8177 or [shrader@sjchs.org](mailto:shrader@sjchs.org) for GoStrong.

Contact Your Care Coordinators (866)360-7926 for the Care Coordinators Diabetes Program.



## Understanding Blood Glucose & A1C

Glucose is a sugar that gets carried to the cells of your body via your bloodstream. The hormone insulin is responsible for moving that glucose out of your blood and into the cells to be used for energy. If your insulin is unable to move the glucose into your cells, this is a risk factor for Type 2 Diabetes.

### Blood Glucose

	Normal	Pre-Diabetes	Diabetes Risk
Fasting	Less than or equal to 99 mg/dL	100-125 mg/dL	Greater than or equal to 126 mg/dL
Non-Fasting	Less than or equal to 139 mg/dL	140-199 mg/dL	Greater than or equal to 200 mg/dL

- \* An A1C test provides a general indication of your diabetes control. Blood glucose levels indicate your day-to-day levels, but A1C indicates your blood glucose levels over the course of the last few months.
- \* Another major difference between blood glucose and A1C is that blood glucose is reported as mg/dL and A1C is reported as a percentage.

### A1C

Normal	Pre-Diabetes	Diabetes
< 5.7%	5.7-6.4%	> 6.4%



Way to improve your blood glucose levels:

1. Exercise more often
2. Eat healthier
3. Lose weight

## Comprehensive Weight Management

### What is it?

A program focused on increasing physical activity and proper dietary habits.

### Who is eligible?

Any full-time, active City employee, their spouse or domestic partner, and Retirees.

### Why is this important?

Learning to control your weight can protect against diseases such as: heart disease, stroke, high blood pressure, diabetes, and more.

### How do I get started in the Weight Management Program?

For more information, contact Brittany Hartl with St. Joseph's Candler Wellness Center 912-819-8840.

- **Body Mass Index (BMI)** is calculated by your height and weight. Unfortunately, BMI is not always accurate because it cannot account for your muscle and bone mass.
- **Waist Circumference** is measured around the top of your hip bone. It is an indicator of your fat distribution which is important because fat storage around your mid-section is a risk factor for heart disease.
- **Body Fat Percentage** estimates the proportion of your weight that comes from fat.



### Components of Body Weight

1. Muscle Mass
2. Bone Mass
3. Fat Mass
4. Body Water

# Understanding Body Composition

## Age-Adjusted Body Fat Percentage Recommendations: Women

Age	Below Recommended	Recommended	Borderline High	High
20-39 years	Under 20%	21-33%	34-38%	Over 38%
40-59 years	Under 22%	23-34%	35-40%	Over 40%
60-79 years	Under 23%	24-36%	37-41%	Over 41%

## Age-Adjusted Body Fat Percentage Recommendations: Men

Age	Below Recommended	Recommended	Borderline High	High
20-39 years	Under 7%	8-20%	21-25%	Over 25%
40-59 years	Under 10%	11-21%	22-27%	Over 27%
60-79 years	Under 12%	13-25%	26-30%	Over 30%

## Body Mass Index (BMI)

Underweight	Normal	Overweight	Obese
< 18.5 kg/m <sup>2</sup>	18.5-24.9 kg.m <sup>2</sup>	25-29.9 kg/m <sup>2</sup>	> 30 kg/m <sup>2</sup>

## Waist Circumference

	Acceptable	Higher Risk
Women	Less than or equal to 35 inches	Greater than 35 inches
Men	Less than or equal to 40 inches	Greater than 40 inches

## Fitness Reimbursement

### What is it?

Up to \$15 reimbursement per month for each consecutive month you participate in a fitness program of your choice 8 times per month.

### Who is eligible?

Any full-time, active City employee

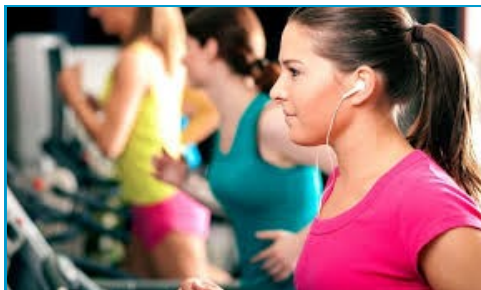
### Why is this important?

This program encourages employees to get active so that they can live longer, healthier lives– and with \$15 back in your pocket its a win for your wallet and your waistline!

### How do I join the Fitness Reimbursement Program?

You can find a Reimbursement Request form on CINC, and you will need to submit: a report\* of consecutive months attendance on the facility's letterhead and proof of payment to the fitness Facility on January 15th and July 15th each year.

\*the report will need to be signed by a fitness facility manager and include the join date and a summary of participation by month.



## Mobile Mammogram

### What is it?

A free, confidential, and mobile breast cancer screening.

### Who is eligible?

City employees, their spouse or domestic partner, and Retirees.

### Why is this important?

Breast cancer is both common and deadly amongst women, but when detected early there is a very high rate of survival.

### How do I get a breast cancer screening?

For more information and to participate in a screening, contact the mobile mammography center at 912-819-6800.



## Hypertension Disease Management Program

### What is it?

A program that teaches employees how to prevent and control hypertension.

### Who is eligible?

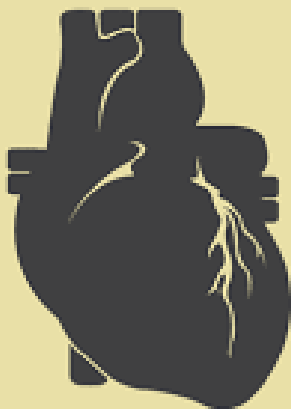
City employees, their spouse or domestic partner, dependents, and Retirees on the City health plan.

### Why is this important?

Hypertension can cause increased plaque development, stroke, even brain, eye, and kidney damage if left untreated.

### How do I get started in the Hypertension Management Program?

For more information contact the Diabetes Management Center at 912-819-8577.



Blood pressure is the strength of blood against artery walls

It rises during, and falls in between, heartbeats

Blood pressure is important because abnormal variations can be dangerous — even fatal

## Understanding Blood Pressure

Blood Pressure is the force in your arteries when your heart contracts (beats) and relaxes. Your blood pressure reading consists of two numbers: *systolic pressure* and *diastolic pressure*.

Systolic Pressure:  
the pressure of blood in your vessels when your heart contracts (beats).

120  
80

Diastolic Pressure:  
the pressure of blood in your vessels between heart beats.

### Ways to improve your blood pressure:

1. Exercise
2. Eat healthy
3. Lose weight
4. Quit smoking
5. Reduce alcohol consumption
6. Reduce sodium in your diet
7. Take medications as prescribed

### Systolic (mmHg) - Top Number

Normal	Pre-Hypertension	High BP Stage 1	High BP Stage 2	Hypertensive Crisis
<120	120-139	140-159	Greater than or equal to 160	Greater than or equal to 180

### Diastolic (mmHg) - Bottom Number

Normal	Pre-Hypertension	High BP Stage 1	High BP Stage 2	Hypertensive Crisis
<80	80-89	90-99	Greater than or equal to 100	Greater than or equal to 110

## Bearly Sick

### What is it?

A childcare program for mildly ill kids.

### Who is eligible?

Children ranging in age from 3 months to 14 years are welcome.

### Why is this important?

Working parents cannot always afford to stay home with a child that, “doesn’t feel good.” Bearly Sick offers an alternative so that children who are too sick to go to school or their regular daycare can be safely monitored while their parents go to work.

### How do I utilize the Bearly Sick Program?

Open Monday—Friday 6:30am—6:30pm

You can register your child in advance by calling 912-819-7382.



## Tobacco Cessation



### One-on-One Tobacco Cessation

(Six 1 hour one-on-one meetings)

Location: Candler Hospital

Diabetes Management Center Classrooms

Appointments available  
8:00am-4:00pm

#### Contact:

Center for Medication Management 819-8407

### What is it?

The City of Savannah offers two forms of tobacco cessation programs: one-on-one coaching and telephonic coaching

### Who is eligible?

City employees, their spouse or domestic partner, dependents, and Retirees on the City health plan.

### Why is this important?



### Telephonic Coaching

(Five 30 minute phone calls)

Cessation coaches available 8:00am-8:00pm

#### Contact:

Care Coordinators 866-360-7926

## Nutrition Counseling!

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### What is it?

Up to four hours per calendar year of nutrition counseling with a Registered Dietician.

### Who is eligible?

City employees, their spouse or domestic partner, dependents, and retirees.

### Why is this important?

Changes in diet can help prevent or control many health problems, including obesity, diabetes and certain risk factors for cancer and heart disease. Dietetics is the science of how food and nutrition affects human health.

A Registered Dietitian will use nutrition and food science to help you improve your health.

### How do I utilize this service?

Contact Candler Wellness at (912) 819-6146 to set up an appointment today.

## Flu Vaccinations!

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### Who is eligible?

City employees, their spouse or domestic partner, dependents, and retirees.

### Why is this important?

The flu is a more severe illness than the common cold, and it is important to be vaccinated annually because the strain of flu changes each year.

### How do I get a flu vaccine this year?

Flu vaccine are available from October—March each year for all employees on the City Health Plan. They are available at any CVS Pharmacy location via the use of your health insurance card. Flu vaccinations will also be available at City sponsored bus events for all employees regardless of health insurance status.

## Health and Wellness Coaching

### What is it?

A Wellness Coach can help you set goals to improve many areas of your life such as diet, exercise, emotional health, and how to obtain better motivation to meet objectives.

### Who is eligible?

City of Savannah employees

### Why is this important?

Wellness Coaching is the process of equipping employees with the tools, knowledge, and opportunities they need to fully develop themselves to be effective in their commitment to themselves, the company, and their work. Coaching improves employee resiliency and effectiveness in change.

### Time Commitment

Time commitment will vary for each employee. Initial visit is an hour and all follow-up visits are generally 40 minutes every other week.

### How do I utilize this service?

Contact Sarah Hanson via [shanson01@savannahga.gov](mailto:shanson01@savannahga.gov) or 912-651-6545 for an appointment today.



## Employee Assistance Program

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### What is it?

EAP (aka Employee Assistance Program) is a work-based wellness program that offers an assessment and short-term problem solving assistance for a wide range of work based and personal concerns.

### Who is eligible?

City employees, their spouse or domestic partner, and dependents.

### How do I get in touch with EAP?

Please contact Deer Oaks EAP Services

1 (866) 327-2400 or [eap@deeroaks.com](mailto:eap@deeroaks.com) (email) or visit [deeroakseap.com](http://deeroakseap.com) for more information

IConnect you passcode: 130451

Username/password: COS, COS



# Diabetes Prevention Program

### What is it?

Diabetes Prevention Program is based on research funded by the National Institutes of Health and the CDC which showed that by eating healthier, increasing physical activity and losing a small amount of weight, a person with pre-diabetes can prevent or delay the onset of type 2 diabetes by 58%.

### Who is eligible?

City of Savannah employees

### How does this work?

In a classroom setting, a trained lifestyle coach will help you change your lifestyle by learning about healthy eating, physical activity and other behavior changes over the course of 16 one-hour sessions. Topics covered include healthy eating, getting started with physical activity, overcoming stress, staying motivated, and more. After the initial 16 core sessions, you will meet monthly for added support to help maintain your progress.

### How do I utilize this service?

Contact Sarah Hanson at [shanson01@savannahga.gov](mailto:shanson01@savannahga.gov) or 912-651-6545. Classes start every quarter.

### Program Goals:

Reduce body weight by 7%

Increase physical activity to 150 minutes per week



## Additional Medical Benefits

### **Family Medical Leave Act**

The Family and Medical Leave Act (FMLA) is a federal law which came into effect in 1993. It requires the City of Savannah to grant its employees up to 12 weeks of FMLA job-protected leave per rolling 12 month period for specified medical reasons to employees. Eligible employees include: employees who have been employed by the City for a total of 12 months, and worked a minimum of 1,250 hours during the 12 months prior to the first day of taking FMLA leave, or a family member must have a serious medical condition which meets the criteria of FMLA.

FMLA leave may be requested at any time; however, this does not automatically mean the leave will be granted or that the employee is eligible for FMLA leave. The Employee Health Coordinator, to determine whether or not the leave requested falls under the protection of the Family and Medical Leave Act. The City of Savannah is required to inform the employee of FMLA rights when made aware of the condition.

FMLA is unpaid leave. However, if available an employee may use their paid leave to run concurrently with their FMLA. In addition, an employee is eligible for leave donations once any available personal leave is exhausted. FMLA also provides: 12 weeks of job-protected leave per year, maintenance of health care benefits, and job restoration upon return from FMLA leave. *For more information see the FMLA Policy located on CINC.*

### **Sick Leave**

Sick leave for routine medical examinations which cannot be scheduled at a time other than during working hours may be granted only to full - time employees on a 40 hour or 56 hour work week. Appointments should be scheduled to coincide with the employee's lunch break or the beginning or ending of the work day. A signed doctor's certificate may be required for any visit at the discretion of the employee's supervisor. *For more information see the Leave Policy located on CINC.*

## Inspiration

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**RESPECT** YOUR BODY.  
**FUEL** YOUR BODY.  
**CHALLENGE** YOUR BODY.  
**MOVE** YOUR BODY.  
**AND MOST OF ALL,**  
*love your body.*



*Positive Mind.  
Positive Vibes.  
Positive Life.*

## Numbers to Know

### **Human Resources:**

*City of Savannah*

912-651-6484

### **Voluntary Worksite Benefits:**

*Creative Worksite Solutions*

866-971-9715

[www.creativeworksitesolutions.com](http://www.creativeworksitesolutions.com)

### **Flexible Spending Account:**

*McGriff Insurance Solutions*

800-930-2441

[www.mcgriffinsurance.com](http://www.mcgriffinsurance.com)

### **457 Saving Plan:**

*ICMA Retirement Corporation*

866-328-4637

[www.icmarc.org](http://www.icmarc.org)

### **Medical:**

*Care Coordinators*

866-360-7926

[www.cityofsavannahhealthplan.com](http://www.cityofsavannahhealthplan.com)

### **EAP Services:**

1 (866) 327-2400

### **Dental:**

*MetLife*

[1-800-METLIFE](https://www.metlife.com/insurance/dental-insurance/)

<https://www.metlife.com/insurance/dental-insurance/>

### **Vision:**

*MetLife*

[1-800-METLIFE](https://www.metlife.com/insurance/vision-insurance/)

<https://www.metlife.com/insurance/vision-insurance/>